
VACANCY

Exciting Opportunity: Executive Director Water Integrity Network (WIN)

Location: negotiable, with 50% time spent in Berlin, Germany

Contract: 3 years (renewable), full-time or part-time (to be negotiated)

Start Date: 1 January 2027

Application Deadline: **30 May 2026**

ABOUT WIN

The Water Integrity Network (WIN) is a dynamic, Berlin-based NGO fighting corruption and championing integrity in water and sanitation globally. Since 2006, we've worked with governments, utilities, community-based schemes, and civil society to promote Transparency, Accountability, Participation and Anti-Corruption (TAPA) in water and sanitation governance. Our mission? To ensure equitable, corruption-free water resources management and water supply and sanitation access for all—especially the most vulnerable. With a small, committed team at the heart of an extensive network of partners, WIN drives change through research, advocacy, tools and capacity-building.

Find out more about our work areas: <https://www.waterintegritynetwork.net/our-work>

View our strategy here: [WIN Strategy 2023-2033: Catalysing a Culture of Integrity](#)

THE ROLE: EXECUTIVE DIRECTOR

We are seeking a visionary leader to steer WIN into its next chapter.

As Executive Director, you will:

- **Lead with Impact:** Shape WIN's strategy, ensuring alignment with our mission and global water integrity goals.
- **Mobilise Resources:** Spearhead fundraising efforts—securing grants, cultivating donors, and forging strategic partnerships.
- **Amplify Our Voice:** Represent WIN at high-level forums, advocating for anti-corruption measures and stronger water governance.
- **Empower a Global Network:** Strengthen alliances with governments, NGOs, financiers and private-sector partners to scale WIN's influence.
- **Drive Operational Excellence:** Oversee quality products, continual learning and excellence, and inspire a diverse, passionate team.

WHO WE'RE LOOKING FOR

You're a seasoned leader with:

- 15+ years in international development, ideally in water/sanitation, anti-corruption and/or governance.

- 7+ years managing multicultural teams—proven ability to inspire and execute.
- Demonstrated work experience at the country level in lower- and middle-income countries.
- Deep expertise in water and sanitation governance, anti-corruption, or integrity.
- A fundraising track record—grants, donor relations, and partnership development.
- Advocacy expertise—experience influencing policy at international levels.
- Experience working with networks of practitioners for global and local change.
- Demonstrated focus on results on the ground through locally-led initiatives.
- Fluency in English (French, Spanish, or German a strong advantage).
- A passion for equity—pro-poor, gender-sensitive approaches are central to our work.
- A work permit for Germany will be required once the appointment is made.

WHY JOIN WIN?

- Global Influence: Lead an organisation at the forefront of water and sanitation integrity.
- Collaborative Culture: Work with a dedicated, multicultural team and a network of changemakers and partners.
- Strategic Leadership: Shape WIN's future while tackling one of the world's most pressing challenges.
- Professional Growth: Competitive salary (grade V), relocation support, and a renewable contract.
 - Salary: €90,000 – €120,000/year (gross)
 - 30 days leave per annum
 - Flexible working environment

HOW TO APPLY

Ready to make waves? Send your CV + cover letter (highlighting your fit for the role) to:

Recruitment@win-s.org by 30 May 2026.

WIN is an equal-opportunity employer. We celebrate diversity and encourage all qualified candidates to apply.

Learn more: www.waterintegritynetwork.net